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University of California
College of Agriculture
Agricultural Experiment Station
Berkeley, California

SEASONAL LABOR NEEDS FOR CALIFORNIA CROPS

Monterey County

Progress Report No. 27

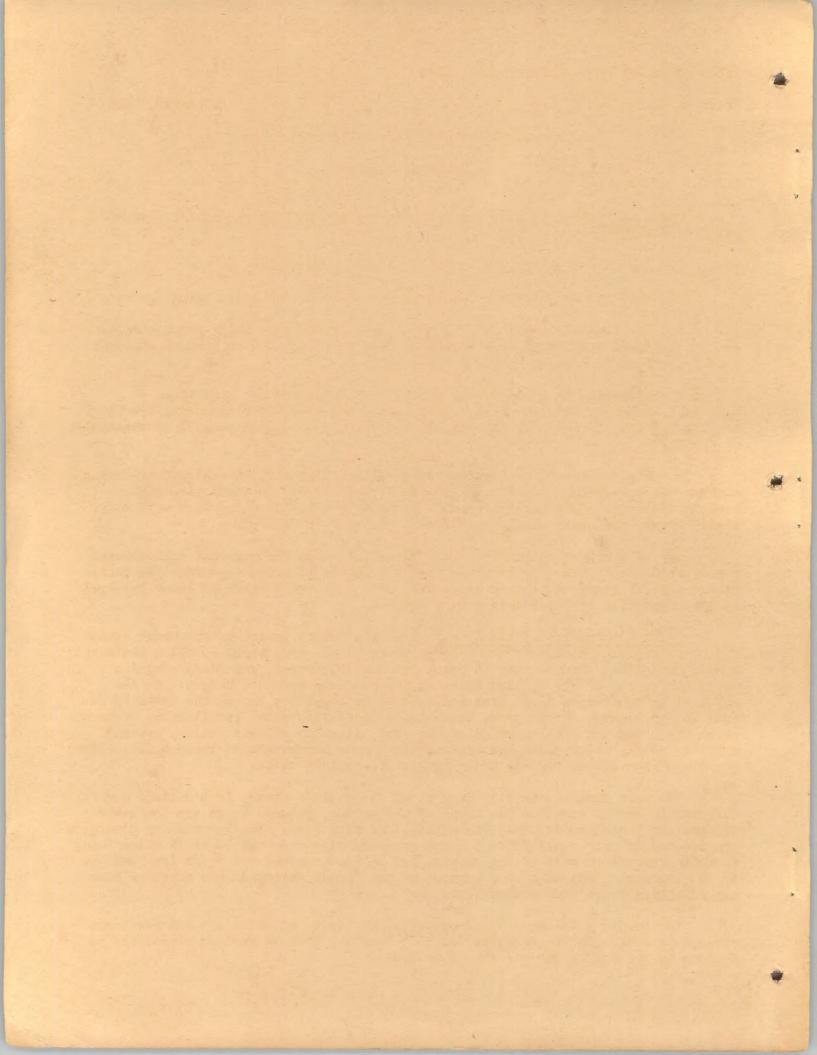
by

R. L. Adams

Preliminary -- Subject to Correction
September, 1936

Contribution from the Giannini Foundation of Agricultural Economics Mimeographed Report No. 53

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Progress Report No. 27

September, 1936

Seasonal Labor Needs for California Crops

Monterey County

Scope of Presentation .-- The following considerations govern the presentation of this progress report:

- 1. The data are confined to the area indicated above.
- 2. The data are confined solely to crops, livestock needs being ignored.
- 3. The findings apply only to occasional or seasonal labor requirements as distinguished from labor contributed by farm operators and by workers employed on a year-round or regular basis of employment.
- 4. Attention is concentrated upon workers required for hand tasks -planting, thinning, weeding, hoeing, and harvesting -- without including teamsters,
 tractor drivers, irrigators, hay balers, threshermen, and shed packers of vegetables
 or fruits.
- 5. The presentation includes the so-called migratory, transient, or roving workers which comprise an important source of help needed in connection with certain tasks and at "peak" times which seasonally arise in connection with many field, truck, and fruit crops commercially produced in California.
- 6. This report is confined to California's need for seasonal agricultural workers because of the more pressing problems liable to arise in connection therewith. A later study is planned which will deal with other kinds of labor involved in the production of California's many crops.

Brief Description of the Area. -- Monterey County is one of the coast counties of California, bordering the Pacific Ocean on the west about 75 miles southeast of San Francisco. On the east it joins San Benito, Fresno, and Kings counties along the crosts of the Gabilan Mountains, a range of moderate height. On the north it is bounded by Santa Cruz and San Benito counties; and on the south by San Luis Obispo County. Between the Santa Lucia Mountains, which parallel the western shore line, and the Gabilan range on the east, lies the Salinas Valley, several miles in width, along which the Salinas River runs northwestward through the central portion of the county for its whole length of about 90 miles.

The main farming district lies along the Salinas River, from Salinas and Castroville on the north to San Lucas on the south. Between these are the towns of Chualar, Gonzales, Soledad, Greenville, and King City. Smaller farming districts are located in the Carmel Valley, about one-half mile wide and 10 or 15 miles long, in the northwestern part of the county, and in the Lockwood and Peach Tree valleys in the southern part; also in a portion of the Pajaro Valley on the northern boundary adjoining Santa Cruz County.

The county contains a total of 2,131,000 acres, of which 355,245 acres are classed as available for crops by the 1935 Consus. This is further classified as follows by the Census for the crop year 1934:

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Crop land harvested 198,397
Crop failure 21,053
Crop land idle or fallow 48,148
Plowable pasture 87,647
Total land available for crops 355,245

Crop acreages in 1935 are estimated to have been about as follows:

	Acreage
Field crops Vegetable crops Fruit and nut crops Total	167,519 63,705 10,541 241,765

The farming lands of the Salinas Valley are mostly below 250 feet in elevation, although less intensively cultivated crops, such as hay and grain are raised on the higher sloping or rolling land along each side of the valley, and in some of the tributary valleys to an elevation of 750 feet or more. The Carmel Valley lies mostly below the 300-foot contour. The Lockwood Valley has an elevation of about 1,000 feet, and is used mostly for wheat growing.

Many different soils are represented in the county. The lower and most intensively farmed land, which lies along the Salinas River is generally of a heavier texture than the higher land on either side of it, and is mostly silty clay loam and clay, with smaller areas of fine sand and fine sandy loam at various places close to the river. The higher land of the Salinas Valley is of six or seven different soil series, and ranges from sand to clay in texture, the greater portion being of the lighter textures -- sandy loam and fine sandy loam. The Carmel Valley is mostly fine sand, with some areas of sand and sandy loam. The rolling land of the Elkhorn district is mostly sandy loam and loamy sand, of two or three different series. The soils of that portion of the Pajaro Valley lying in Monterey County are mostly loam in texture, but include some fine sandy loam, silty clay, and a considerable acreage of clay loam adobe.

Crops, Acreage, and Production. -- The basis used in calculating occasional or seasonal need for labor, in addition to that furnished by farm operators and regularly employed workers, appears as table 1.

Acreage figures in table 1, except where noted, are from the "Summary of Major Crops of Monterey County for 1935." from the County Agricultural Commissioner. Owing to lack of assembled data, the figures on production are from various sources, and in many cases are estimates based on average yields per acre. While not accurate in all details, they are believed to represent conditions with a fair degree of accuracy.

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Grop nersomes in 1955 are estimated to have been about as follows: · · ·

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TABLE 1

Basis for Calculating Seasonal Labor Requirements

Monterey County

Crop	Acreage		Production
Field crops:			
Alfalfa*	15,915	72,972	tone
Beans	45,000 1	592,000	
Garlic	525	34,125	
	525	34,125	CW C.
Grain	40,000	400:000	
Barley Wheat	40,000	480,000	
	27,000	216,000	ewe.
Guayule	1,357 \$	00. 500	4
Hay, other than alfalfa	15,000	22,500	
Onions	250		sacks of 100 pounds
Potatoes (early 500)	1,000		lugs early potatoes
(late 500)		37,500	cwt. late potatoes
Seed crops Q			
Seed beans	3,700 91	59,200	
Seed peas	4,542 9	63,500	ewt.
Seed nasturtiums	100		
Seed radishes	150		
Seed sweet peas	250		
Sugar beets	14,087	178,417	tons
Vegetable crops:			
Artichokes*	3,800		
Cabbages *	150		
Carrots (spring 2,267)	4,34911	1,087,250	packed crates
(fall 2,082)			
Cauliflowor	2,400	600,000	packed crates
Lettuce (spring 22,353)			
(fall 22,871)	45,215 **	6,782,250	packed crates
Peas, green (spring 3,000)			
(fall 2,100)	5,100	325,000	hampers of 30 pounds
Peas, canning	650		
Spinach, table *	100		
canning	567	2,268	tons
Tomatoes, table	700		packed lugs
caming	674	2,696	
Fruit and nut crops: ††			
Almonds	3,170.9	317	tons
Apples	2,138	800,000	
Apricots	1,665.8		tons (fresh weight)
Cherries*	74.4		
Grapes*	163.6		
Pears (mostly not Bartletts)	963.8	2,410	tons
Peaches*	109		
Strawberries	250 **	262 500	crates (of 12 baskets)
Walnuts	234		tons

^{*} Need for seasonal labor inconsequential and hence ignored.

⁺ Bean acreage estimated as 20,000 acres dry farmed, balance irrigated.

[#] Unharvested acreage -- spring, 1935 -- 2,385 acres were harvested in Monterey County in the "Campaign" from August, 1934 to May, 1935.

(Footnotes continued on next page.)

Basis for Calculating Seasonal Labor Requirements

Montegrey Country

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400,000 ewt.	000,00	Barloy
216,000 awt.	27,000	#north
	7.05	Guaytelo
22,500 tons	15,000	Hoy, other than alfalfa
· 25,000 and a cillo punktar	1	Onions
68,500 lugs cess yv pakasass	1 Wash	Potnitoen (enrly 500)
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^{*} Nood for secured labor theoremsee the language for head .

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Acreages of a few minor crops such as broccoli, mustard, parsley, and miscellaneous flower seeds ignored.

q Data from four major seed companies for 1935 season.

Il Acreage data from Grower-Shipper Vegetable Association of Central California.

** Figure includes one-third of the acreage of the Watsonville District, estimated to be in Monterey County.

tt Figures from W.P.A. Fruit Acreage Survey of 1936.

##Strawberry acreage estimated by Central California Berry Growers Association and represents bearing acreage only.

Operations Requiring Seasonal Labor and Time of Need. -- Farm operations requiring the use of seasonal or occasional labor for the various crops raised in Monterey County are indicated in table 2. This tabulation does not include the employing of shed workers needed to wash, pack and prepare various commodities for shipping and marketing.

TABLE 2
Operations Requiring Use of Seasonal Labor and Times of Needs by Crops
Monterey County

Crop	Operation	Time of need
Field crops: Beans, dry farmed (Estimated at 20,000 acres)	Hoeing (80 per cent by seasonal workers) Turning ends of windrows (33 per cent by seasonal	May, June, July (one-third each month) August (one-half of acreage
Beans, irrigated (Estimated at	workers) Threshing (with "pick up" harvester) (25 per cent by seasonal workers) Hoeing (100 per cent by seasonal workers)	Aug. 20-31 (25 per cent of acreage) Sept. 1-30 (75 per cent of acreage) May, June, July, August (25 per cent each month)
28,700 acres, in- cluding seed beans	The state of the s	May (20 per cent of job) June (30 per cent of job) July (30 per cent of job) Aug. (30 per cent of job)
- And	Raking (30 per cent by seasonal workers)	Aug. 15-31 (25 per cent of acreage) Sept. 1-30 (75 per cent of acreage)

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(Table continued on next page)

Crop	Operation	Time of need
Field crops: Beans, irrigated (continued)	Turning ends of windrows, etc. (50 per cent by seasonal workers)	Aug. (25 per cent of agreage) Sept. (75 per cent of acreage)
	Threshing (with pick up harvester) (25 per cent by seasonal workers)	Sept. (80 per cent of acreage) Oct. (20 per cent of acreage)
Grain, (barley, wheat and oats)	Pulling radish on one-third of barley acreage	March (50 per cent of job) April (50 per cent of job)
	Harvesting by combine (33 per cent by seasonal workers)	June 10-30 (20 per cent of acreage) July 1-31 (70 per cent of acreage) Aug. 1-10 (10 per cent of acreage)
Garlic	Planting in field	Nov. 15-30 (10 per cent of acreage) Dec. 1-31 (80 per cent of acreage)
		Jan. 1-15 (10 per cent of acreage)
	Hoeing (twice)	February, March, April (two-thirds of acreage each month)
	Pulling and throwing in piles	August (all of crop)
	Clip off roots and tops, and put in sacks	August (all of crop)
Guayule *	Harvesting	August 1 to May
Hay, other than alfalfa	Mowing, raking, shocking (50 per cent by seasonal workers)	May (80 per cent of acreage) June (20 per cent of acreage)
	Haling (50 per cent of tonnage)	June, July, August (one-third each month)
Onions	Hoeing, first time	February (100 per cent of (acreage)
	second time	May (100 per cent of acreage)
	Pull and throw 3 beds in	Sept. 1-20 (all acreage)
	Clipping tops	Sept. 1-30 (all of crop)

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Crop	Operation	Time of need
Field crops: Onions (continued)	Sorting and sacking	Sept. 1-30 (all of crop)
Potatoes (early)	Picking up and boxing	Apr. 15-30 (10 per cent of
		drop) May 1-31 (70 per cent of crop) June 1-15 (20 per cent of crop)
Potatoes (late)	Hoeing	May, June, July (two-thirds of acreage each month)
	Picking up and sacking or piling	September, October, November (one-third of crop each month)
Seed Peas	Hoeing	Feb. (40 per cent of acreage) Mar. (40 per cent of acreage)
	Piling and turning ends of windrows, etc. (50 per cent by seasonal workers)	Apr. (20 per cent of acreage
	Threshing (by pick-up harvester) (33 per cent by seasona workers)	June (all of acreage)
Seed Beans	(Operations same as fiewith field beans.)	ld beans and therefore include
Seed, Nasturtium	Hoeing	May (all acreage) June (all acreage)
	Cutting by hand and putting on sheets	Aug. 15-31 (one-third of acreage)
	Threshing and screening twice	Sept. (two-thirds of acreage)
Seed, Radish	Thinning	Jan. (all acreage)
	Hoeing	February (all acreage)
	Hand cutting and piling	August (all acreage)
	Threshing	September (all acreage)
Seed, Sweet peas	Hoeing	February, March (50 per cent of acreage)
	Cutting and piling by hand Threshing	July (all acreage) July (all acreage)

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Table 2 continued.	Operation	Time of need
Field crops: Sugar beets	Thinning	February (1,900 acres) March (5,000 acres) April (5,000 acres) May (1,700 acres) June (400 acres) July (35 acres)
	Hoeing	March (1,900 acres) April (5,000 acres) May (5,000 acres) June (1,700 acres) July (400 acres)
	Irrigating (average 2 times), (80 per cent by seasonal workers)	April, May, June (two-thirds of acreage each month)
Vegetable crops: Artichokes †	Topping and loading	July (800 acres = 10,133 tons) Aug. (4,000 acres = 50,666 tons) Sept. (4,287 acres = 54,302 tons) Oct. (5,000 acres = 63,333 tons)
Carrots ·	Weeding	January (O per cent of acreage) February (3 per cent of acreage) March (7 per cent of acreage) April (13 per cent of acreage) May (10 per cent of acreage) June (7 per cent of acreage) July (6 per cent of acreage) August (8 per cent of acreage) September (12 per cent of acreage) October (10 per cent of acreage) November (10 per cent of acreage) December (12 per cent of acreage)
	Hoeing	January (12 per cent of acreage) February (0 per cent of acreage) March (3 per cent of acreage) April (7 per cent of acreage) May (13 per cent of acreage) June (10 per cent of acreage) July (7 per cent of acreage) August (6 per cent of acreage) Sept. (8 per cent of acreage) October (12 per cent of acreage) November (10 per cent of acreage) December (10 per cent of acreage)
	Irrigating (two times)	March (10 per cent of acreage) April (20 per cent of acreage) May (23 per cent of acreage)

(Table continued on next page)

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Crop	Operation	Timo of need
Vegetable crops: (Carrots (continued)	Irrigating (two times) (continued)	June (17 per cent of acreage) July (13 per cent of acreage) Aug. (14 per cent of acreage) Sept. (20 per cent of acreage) Oct. (22 per cent of acreage) Nov. (22 per cent of acreage)
	Pulling and tying in bunches	Jan. (10 per cent of crop) Feb. (12 per cent of crop) Mar. (2 per cent of crop) Apr. (3 per cent of crop) May (7 per cent of crop) June (13 per cent of crop) July (10 per cent of crop) Aug. (7 per cent of crop) Sept. (6 per cent of crop) Oct. (8 per cent of crop) Nov. (12 per cent of crop) Dec. (10 per cent of crop)
Cauliflower	Planting	July, August, September (one-third of acreage each month)
	Hoeing (twice) (50 per cent by seasonal workers)	Sept., Oct., Nov., Dec. (one-half of acreage each month)
	Cutting, hauling, and pack- ing	Nov. (4 per cent of crop) Dec. (7.2 per cent of crop) Jan. (27.1 per cent of crop) Feb. (36.6 per cent of crop) Mar. (22.9 per cent of crop) Apr. (4.2 per cent of crop) May (1.2 per cent of crop)
	Irrigating (50 por cent by seasonal workers)	July (1,200 acres) Aug. (2,400 acres) Sept. (2,400 acres) Oct. (2,400 acres) Nov. (2,400 acres)
Lettuce	Thinning	Fob. (9 per cent of acreage) Mar. (15 per cent of acreage) Apr. (8 per cent of acreage) May (11 per cent of acreage) June (14 per cent of acreage July (12 per cent of acreage Aug. (13 per cent of acreage Sept. (14 per cent of acreage Oct. (2 per cent of acreage)
	Hoeing	March (9 per cent of acreage Apr. (15 per cent of acreage May (8 per cent of acreage) (Table continued on next page)

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Crop	Operation	Time of need
Vegetable crops:		
Lettuce (continued)	Hoeing (continued)	June (11 per cent of acreage) July (14 per cent of acreage) Aug. (12 per cent of acreage) Sept. (13 per cent of acreage) Oct. (14 per cent of acreage) Nov. (2 per cent of acreage)
	Irrigating (66 per cent by seasonal workers)	Feb. (9 per cent of acreage) Mar. (22 per cent of acreage) Apr. (23 per cent of acreage) May (19 per cent of acreage) June (25 per cent of acreage) July (26 per cent of acreage) Aug. (25 per cent of acreage) Sept. (27 per cent of acreage) Oct. (26 per cent of acreage) Nov. (2 per cent of acreage)
	Cutting	Mar. (8,000 crates) Apr. (9 per cent of crop) May (15 per cent of crop) June (8 per cent of crop) July (11 per cent of crop) Aug. (14 per cent of crop) Sept. (12 per cent of crop) Oct. (13 per cent of crop) Nov. (14 per cent of crop) Dec. (2 per cent of crop)
Peas, market	Turn rows (on Fall crop) Hoeing Picking	March, April, May (one-third of Spring acreage each month) Sept. (all Fall acreage) Apr. (1 per cent of crop) May (60 per cent of crop) June (17 per cent of crop) Sept. (3 per cent of crop) Oct. (16 per cent of crop) Nov. (3 per cent of crop)
Peas, canning	Harvesting with vines (75 per cent by seasonal workers)	May (75 per cent of acreage) June (25 per cent of acreage)
Spinach	Hoeing (twice)	Jan. (all acreage) Feb. (all acreage)
Tomatoes	Picking up and crating Transplanting in beds Setting plants in field	March (all of crop) March (all plants) Apr. 15-30 (50 per cent of acreage)
		May 1-31 (50 per cent of acreage)

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Crop	Operation	Time of need
Vegetable crops: Tomatoes (continued)	Replanting misses	May (75 per cent of job) June (25 per cent of job)
	Hoeing	May, June, July (one-third of acreage each month)
	Picking for shipping	Sept. (3 per cent of crop) Oct. (88 per cent of crop) Nov. (9 per cent of crop)
	Picking for canning	Aug. 20-31 (10 per cent of crop) Sept. 1-30 (40 per cent of
		Oct. 1-31 (50 per cent of
Orchard crops:		crop)
Almonds	Knocking	Aug. 15-31 (20 per cent of crop) Sept. 1-30 (40 per cent of crop)
		Oct. 1-31 (30 per cent of crop) Nov. (10 per cent of crop)
Apples	Pruning	December, January (one-third of acreage each month) February, March (one-sixth of acreage each month)
	Spraying (50 per cent by seasonal workers)	February, March (one-half of acreage each month) April (all acreage) May, June, July (two-thirds of acreage each month)
	Thinning (75 per cent of acreage)	May (25 per cent of acreage) June (50 per cent of acreage)
	Picking	Aug. (15 per cent of crop) Sept. (40 per cent of crop) Oct. (40 per cent of crop) Nov. (5 per cent of crop)
Apricots	Pruning (50 per cent by seasonal workers	Oct. 15-31 (20 per cent of acreage). Nov. (40 per cent of acreage)
	Thinning	Doc. (40 per cent of acreage) Apr. 15-30 (50 per cent of job)
		May 1-15 (50 per cent of job)

(Table continued on next page)

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Crop	Operation	Time of need
Orchard crops: Apricots (continued)	Picking	June 15-30 (10 per cent of crop) July 1-31 (80 per cent of crop) August 1-17 (10 per cent of crop)
	Cutting for drying (90 per cent of crop)	June (10 per cent of job) July (80 per cent of job) August (10 per cent of job)
	All other dry yard work	June 15-30 (10 per cent of job)
		July 1-31 (80 per cent of job) August 1-7 (10 per cent of job)
Pears	Pruning (50 per cent by seasonal workers)	November (20 per cent of acreage) December (30 per cent of acreage) January (30 per cent of acreage) February (20 per cent of acreage)
	Spraying (50 per cent by seasonal workers)	February, March (one-half of acreage each month) April (all acreage) May, June, July (two-thirds of acreage each month)
	Picking, other than Bartletts (90 per cent by seasonal workers)	September 1-30 (75 per cent of crop) October 1-15 (25 per cent of crop)
Strawberries *	Picking, (50 per cent by seasonal workers) (25 per cent by seasonal workers)	May (30 per cent of crop) June (20 per cent of crop) July (20 per cent of crop) August (10 per cent of crop)
		Balance scattering, and picked by regular employees or opera- tors.
Walnuts	Knocking, hulling and sacking	October

^{*} Guayule harvesting requires about 3 man-days per acre, of which about 50 per cent is done by seasonal workers. From January to May, 1935, there were from 21 to 78 seasonal workers used on this crop, with a peak of 78 in February. From 40 to 50 were employed in the Fall of 1934.

t very little seasonal labor is used on artichokes. Occasionally a few workers are needed for harvesting during warm weather, usually in October or March, or for setting new plants in April.

[#]On strawberry picking, seasonal labor is needed only on the two-year old plantings, or about 40 per cent of the total acreage. During May and June, one extra worker per acre is needed; and in July and August, about one extra for each 1½ to 2 acres. Usually two persons are regularly employed throughout the year on each 2½ acres of strawberries.

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Findings of Seasonal Labor Needs .-- Details and summaries of seasonal labor requirements of Monterey County agriculture are presented as table 3. The "size of task" are figures drawn from table 1 in terms of either acreage or output in tons, crates, boxes, or whatever unit is commonly used. The "output per man-day" is an average figure for the entire acreage or output figured in packed crates, hampers, or boxes (in case of fruits and vegetables). If the work is of a nature that requires a crew different members of which perform different tasks (such as cutting, trimming, loading, and hauling cauliflower; trimming and crating celery, etc.), then the average shown is per man based on the entire crew. Length of day is 9 hours, November to February: 10 hours. March to October, unless otherwise stated. Wide variations in output occur between farm and farm, field and field, and season and season, because of differences in soil types, climatic conditions, weeds, yields, and other factors influencing the amount of work that a laborer can perform in a given day. Moreover, the basis of output is a mature, experienced male worker, without reference to use of women, children, and more or less inexperienced help that is sometimes used in connection with certain of the tasks requiring use of seasonal workers. The column headed "available days" reflects (a) limitations set from the period within which the work must be performed because of the nature of the task, such as transplanting, thinning, weeding, and cutting, and (b) available days as determined by weather conditions, inclement weather reducing the number of days when a required task can be performed. The "required number of individuals" is given in terms of workers as noted above in connection with "output per man-day."

It is probable that the estimated number of workers required as recorded in table 3, will often be lower than the actual requirements, for the reason that "peaks" frequently occur, during which an unusually large proportion of the job is done in a very short period. This would naturally require a much greater number of workers than when the work is spread over a longer period, although the total amount of labor (in man-days) remains the same. Also, no allowance has been made for lost time, from sickness or other causes, part-time workers, or other factors which would tend to increase the number of individuals needed.

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TABLE 3

Seasonal Labor Needs -- Monterey County -- by Months and Tasks

				Required	Available	Required number
Month	Crop and task	Size of task	Output per man-day	man-days	days	of workers *
January	Garlic: planting	53 acres	0.16 acre	8 18	9	36 (from 1st t 15th)
		150 acres	1.5 acres	100	10	10 (for 10 day
	Seed radish: thinning	522 acres	1 acre	522	19	28
	Carrots: hoeing	ozz acres	12 packed crates(in	9,060		
	pulling and tying in bunches	100 725 crates	8 hours)	(of 8 hrs.	19	477
		162,600 crates	48 crates (in 8 hre.)	3,387	19	178
	Cauliflower: cutting	102,000 014100	20 01000	(of 8 hrs)	1	
	packing	162,600 crates	40 crates (in 8 hrs.)	4,065	19	214
	packing	102,000 014005		(of 8 hrs		
	Crimach, haming	567 acres	0.66 acre	860	19	46
	Spinach: howing	713 acres	0.2 acre	3,565	19	188
	Apples: pruning Pears: pruning	145 acres †	0.17 acres	870	19	46
		140 60103 1		22,747	19	1,197 man-months
	Totals					
ebruary	Garlic: hoeing first			700	23	31
	time	350 acres	0.5 acre	700	23	at
	Onions: hoeing first			500	23	22
	time	250 acres	0.5 acre	500	1	79
	Seed peas; hoeing	1,820 acres	1 acre	1,820	23	4
	Seed radish: hoeing	150 acres	1.75 acre	86	25	4
	Seed sweet peas: hoeing			2.05	0.7	6
	and weeding	125 acres	l acre	125	23	207
	Sugar beets: thinning	1,900 acres	0.4 acre	4,750	23	23
	Carrots: weeding	130 acres	0.25 acre	520	23	23
	pulling and tying			10 077		
	in bunches	130,470 crates	12 packed crates (in	10,873	0.7	473
			8 hours	(of 8 hrs.)	23	4/3
	Cauliflower: cutting	219,600 crate	48 crates (in 8 hrs.)	4,575	0.7	199
				(of 8 hrs.)	23	133
	packing	219,600 crates	40 crates (in 8 hrs.)	5,490	23	239
				(of 8 hrs.)	23	354
	Lettuce: thinning	4,070 acres	0.5 acre	8,140	23	39
	irrigating	2,713 acres	3 acres	905	1 20	33

Table 3 continued on next page.

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	continued.				Available	Required number
Month	Crop and task	Size of task	Output per man-day	man-days	days	of workers*
February	Spinach; hoeing	567 acres	0.66 acre	860	23	38
(cont'd)	Apples: pruning	356 acres	0.2 acre	1,780	23	77
(conc a)	spraying	535 acres t	1.5 acre	357	23	15
	Pears: pruning	96 acres t	0.17 acre	576	23	21
	spraying	241 acres f	1.5 acre	161	23	7
	Totals			42,218	23	1,836 man-months
March	Grain: pulling radish on one-sixth of barley					
	acreage Garlic: hoeing first	6,666 acres	13 acres	513	23	23
	time	175 acres	0.5 acre	350	23	16
	second time	175 acres	1.5 acre	117	23	6
	Seed peas: hoeing	1,820 acres	1 acre	1,820	23	80
	Seed sweet peas: hoeing	1,020 20108	2 5502 0	2,000		
	and weeding	125 acres	1 acre	125	23	6
	Sugar beets: thinning	5.000 acres	0.4 acre	12,500	23	544
	hoeing	1,900 acres	1 acre	1,900	23	83
	Carrots: weeding	304 acres	0.25 acre	1,216	23	53
	hoeing	130 acres	1 acre	130	23	6
	pulling and tying	100 00100	15 packed crates (in	1,450		
	in bunches	21,745 crates	9 hours)	(of 9 hrs.)	23	63
	irrigating	435 acres	3 acres (in 12 hours)	145		
	TILIEGETING	400 00100		(of 12 hrs.)	23	6
	Cauliflower: cutting	137,400 crates	48 crates (in 8 hrs.)	2,863	23	125
	Caulillower. Cutting	10,,400 01 000		(of 8 hrs.)		
	packing	137,400 crates	40 crates (in 8	3,435	23	150
	PEORTING	20, 4400 01 000	hours)	(of 8 hrs.)		
	Lettuce: thinning	6,780 acres	0.5 acre	13,560	23	590
	hoeing	4,070 acres	1 acre	4,070	23	177
	irrigating	6,630 acres †	3 acres	2,210	23	96
	cutting	8,000 crates	30 packed crates	266	6	45 (from 23rd
	Outering	0,000 0.000	l l			to 31st)
	Peas (green): hoeing	1,000 acres	1 acre	1,000	23	44
	Spinach: picking and	2,000 25102		1,134		103 (from 15th
	putting in crates	2,268 tons	2 tons (in 6 hours)	(of 6 hrs.)	11	to 31st)

Table 3 continued on next page.

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				7	Available	Required	
lonth	Crop and task	Size of task	Output per man-day	man-days	days	of wor	kers*
larch	Tomatoes: transplanting					3.5	
cont.)	in beds	1,648,800 plants	5,000 plants	330	23	15	
	Apples: pruning	356 acres	0.2 acre	1,780	23	77	
	spraying	535 acrest	1.5 acres	357	23	15	
	Pears: spraying	241 acres t	1.5 acres	161	23	7	
	Totals			51,432	23	2,236	man-month
pril	Grain: pulling radish on						
	one-sixth of barley						
	acreage	6,666 acres	13 acres	513	24	22	
	Garlic: hoeing second						
	time	350 acres	1.5 acres	234	24	10	
	Potatoes (early): picking	6,250 lugs	60 lugs (1,800	105	12	9	(from 15t
	up and boxing		pounds)				to 30th)
	Seed peas: hoeing	910 acres	1 acre	910	24	38	
	Sugar beets: thinning	5,000 acres	0.4 acre	12,500	24	521	
	hoeing	5,000 acres	1 acre	5,000	24	208	
	irrigating	8,000 acres †	5 acres (in 12 hrs.)	1,600	24	65	
				(of 12 hrs.)			
	Carrots: weeding	565 acres	0.25 acre	2,260	24	95	
	hoeing	304 acres	1 acre	304	24	13	
	pulling and tying						
	in bunches	32,617 crates	15 packed crates	2,174	24	90	
	irrigating	870 acres	3 acres (in 12 hrs.)	290	24	13	
				(of 12 hrs.))		
	Cauliflower: cutting	25,200 crates	48 crates (in 8	525	24	22	
				(of 8 hrs.)			
	packing	25,200 crates	40 crates (in 8	630	24	27	
		,,		(of 8 hrs.)			
	Lettuce: thinning	3,616 acres	0.5 acre	7,232	24	302	
	hoeing	6,780 acres	1 acre	6,780	24	282	
	irrigating	6,930 acrest	3 acres	2,310	24	96	
	cutting	610,400 crates	30 packed crates	20,347	24	848	
	Peas: hoeing	1,000 acres	1 acre	1,000	24	42	
	picking	3,250 hampers	10 hampers	325	5	1	(for 5 da
	Tomatoes: transplanting	o, soo immpore	20 110010	0.00		1	
	to field	687 acres	0.75 acre	916	12	77	(from 15t
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Table 3	continued.			Required	Available	Required number
		0:	Output per man-day	man-days	days	of workers*
Month	Crop and task	Size of task	1.5 acre	713	24	30
April	Apples: spraying	1,069 acrest		832	12	69 (from 15th
(cont'd)	Apricots: thinning	208 acres +	0.25 acre	002	10	to 30th)
			1 5 0 000	321	24	13
	Pears: spraying	482 acres +	1.5 acre	67,821	24	2.826 man-months
	Totals			01,021	E-1	C, CCO Meet months
May	Beans (dry farmed):		6	693	25	28
	hoeing	16,000 acres †	वा	7,390	25	296
	Beans, irrigated; hoeing	28,700 acres	11	1,164	25	47
	irrigating	9,567 acres †	21	(of 12 hrs)		-11
				(of Is urs)		
	Hay, other than alfalfa:		20	600	25	24
	mowing	6,000 acres 1	10 acres		25	12
	raking	6,000 acres t	20 acres	300	25	8
	shocking	6,000 acres †	30 acres	200	20	°
	Onions; hoeing second			200	25	7
	time	250 acres	1.5 acre	167	20	· ·
	Potatoes (early): pick-		(2,000,31,1)	020	05	30
	ing up and boxing	43,750 lugs	60 lugs (1,800 lbs)	730	25	5
	Potatoes (late):hoeing	332 acres	3 acres	111	25	5
	Seed peas: piling, turn-					
	ing ends of windrows,			250	05	22
	etc.	2,271 acres †	3 acres	757	25	31
	Seed. nasturtium: hoeing		0.6 acre	167	25	7
	Sugar feets: thinning	1,700 acres	0.4 acre	4,250	25	170
	hoeing	5,000 acres	1 acre	5,000	25	200
	irrigating	8,000 acres †	5 acres (in 12 hrs.)	1,600	25	64
				(of 12 hrs.)	05	80
	Carrots: weeding	435 acres	0.25 acre	1,740	25	70
	hoeing	565 acres	1 acre	565	25	23
	irrigating	1,000 acres	3 acres (in 12 hrs.)	334	25	14
				(of 12 hrs.)		
	pulling and tying					
	in bunches	76,107 crates	15 packed crates	5,074	25	203
	Cauliflower: cutting	7,200 crates	48 crates (in 8 hrs.)		12	13 (for 2 weeks)
				(of 8 hrs.)		1 ()
	packing	7,200 crates	40 erates (in 8 hrs.		12	15 (for 2 weeks)
				(of 8 hrs.)		

(Table 3 continued on next page.

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Table 3 continued.

Imple 2 C	ontinued.			Required	Available	Required number
Month	Crop and task	Size of task	Output per man-day	man-days	days	of workers*
May	Lettuce: thinning	4,972 acres	0.5 acre	9,944	25	398
(cont'd)	hoeing	3,616 acres	1 acre	3,616	25	145
(cont d)	irrigating	5,726 acres t	3 acres	1,910	25	76
	cutting	1,017,330 crates	30 packed crates	33,911	25	1,356
	Peas (green): hoeing	1,000 acres	1 acre	1,000	25	40
	picking	195,000 hampers	10 hampers	19,500	25	780
	Peas (canning): harvest-	130,000 Homporb	10 mpors	20,000		
	ing with viner	366 acres t	0.5 acre	732	15	49 (from 15th
	THE ALCH ATHEL	000 20103	0.0 0.010	201	10	to 31st)
	Tomatoes: transplanting					00 02007
	to field	687 acres	0.75 acre	916	25	37
	replanting	1.030 acres	3.3 man-hours per	344	25	14
	replanting	1,000 00100	acre		20	
	hoeing	458 acres	3.0 acres	153	25	7
	Apples: thinning	535 acres	0.17 acre	3,210	10	321 (from 20th
	wholes; curming	333 201 68	0,17 2010	0,210	10	to 31st)
	spraying	713 acres †	1.5 acres	475	25	19
	Apricots: thinning	208 acres *	0.25 acre	832	12	69 (from 1st
	apricots, thirming	200 acres 4	0.25 2016	002	110	to 15th)
	Pears: spraying	321 acres t	1.5 acre	214	25	9
	Strawberries: picking	JET acres 1	1.0 acre	27.4	20	
	(on 2 year old plant-		20 crates (of 12			
	ings)	39,375 crates *	baskets)	1,969	25	79**
		39,373 Graces (Daske (s)		25	
	Totals			109,898	23	4,396 man-months
June	Hay, other than alfalfa:					
	mowing	1,500 acres T	10 acres	150	6	25 (from 1st
						to 7th)
	raking	1,500 acres T	20 acres	75	6	13 (from 1st
						to 7th)
	shocking	1,500 acres *	30 acres	50	6	9 (from 1st
						to 7th)
	baling	3,750 tons	5 tons per day of	750	26	29
			13 hours	(of 13 hrs		
	Grain; harvesting	4,467 acres T	1.2 man-hours per	670	18	38 (from 7th
			acre	(of 8 hrs.)		to 30th)
	Beans: dry farmed,		,			
	hoeing	16,000 acres †	4	693	26	27
	Beans: irrigated,		9			
	hoeing	28,700 acres	**	7,390	26	285

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Table 3 c	ontinued.			Required	Available	Required number
	Sura and tools	Size of task	Output per man-day	man-days	days	of workers*
Month	Grop and task	Size of Cask	Odopae box mais des			
June	Beans, irrigated: irri-		H	3 774	26	68
(cont'd)	gating	9,567 acres †		1,746 (of 12 hrs.)		00
				(or is his.)		
	Potatoes (early): picking					16 (from 1st
	up and putting in	30 500 3	60 lugs (1,800 lbs)	209	13	to 15th)
	boxes	12,500 lugs	3 acres	111	26	5
	Potatoes (late): hoeing	332 acres	1.25 man-hours per	237	20	
	Seed peas: threshing	1,514 acres T	acre	(of 8 hrs)	26	10
	a i i toutium basina	100 acres	0.6 acre	167	26	6
	Seed, nasturtium: hoeing	400 acres	0.4 acre	1,000	26	39
	Sugar beets: thinning	8,000 acres t	5 acres in 12	1,600	26	62
	irrigating	0,000 acres i	hours)	(of 12 hrs.		
	hoeing	1,700 acres	1 acre	1,700	26	65
	Carrots: weeding	305 acres	0.25 acre	1,220	26	47
	hoeing	435 acres	1 acre	435	26	17
	irrigating	740 acres	3 acres (in 12 hours)	247	26	10
	TITIEGOTIE	7-30 00105	(200	(of 12 hrs		
I	pulling and tying in					
	bun ches	141,342 crates	15 packed crates	9,423	26	362
	Lettuce: thinning	6,328 acres	0.5 acre	12,656	26	487
	hoeing	4,972 acres	1 acre	4,972	26	191
	irrigating	7,535 acres t	3 acres	2,512	26	97
	cutting	542,580 crates	30 packed crates	18,086	26	696
	Peas (green): picking	55,250 hampers	10 hampers	5,525	26	213
	Peas (canning): harvest-					
	ing with viner	122 acres t	0.5 acre	244	6	41 (from 1st
						to 7th)
	Tomatoes replanting	344 acres	3.3 man-hrs. per acre	115	26	5
	hoeing	458 acres	3.0 acres	153	26	6
	Apples: thinning	1,069 acres	0.17 acre	7,483	26	280
	spraying	713 acres †	1.5 acre	4.75	26	19
	Apricots: picking	417 tons	1,000 lbs.	834	13	64 (from 15th
						to 30th)
	cutting for drying	375 tons	600 lbs.	1,250	13	96 (from 15th
					1	to 30th)
	Other dry yard work	375 tons	ll hrs. per fresh ton		13	32
	Pears: spraying	321 acres†	1.5 acre	214	26	8

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Table 3 c	continued.			D 1 3	A 12-12	
Month	Crop and task	Size of task	Output per man-day	Required man-days	Available days	Required number of workers*
June	Strawberries: picking				2	or workers
(cont'd)	(on 2 year old plant-		20 crates (of 12			
(00.10 4)	ings)	26,250 crates†	beskets)	1,313	26	51**
	Totals			84,118	26	3,235 man-months
July	Beans: dry farmed,			011210	~~	O LOO MCH-MONGHS
- ary	hoeing	16,000 acres †	4	693	26	27
	Beans, irrigated:	20,000 00202		935	20	21
	hoeing	28,700 acres	91	7,390	26	285
	irrigating	9,567 acres +	tt tt	1,746	26	68
				(of 12		
				hours)		
	Grain: harvesting	15,633 acres t	1.2 man-hrs.per acre		26	91
				(of 8 hrs)		
	Hay, other than alfalfa:	7 750				
	baling	3,750 tons	5 tons (in 13 hrs.)	750	26	29
	Potatoes (late): hoeing	332 ecres	3 acres	(of 13 hrs	I	
	Seed sweet peas:cutting	JOE ECTUS	5 EGres	111	26	5
	and piling (by hand)	250 acres	7 man-days of 5	1,750	26	68
	,		hours per acre	(5-hr. day)		00
	threshing	250 acres	7.2 man-hours per	360	26	14
			acre	(of 5 hrs.)		
	Sugar beets: topping and					
	loading	10,133 tons	6 tons	1,689	6	280 (from 23rd
						to 31st)
	hoeing	400 acres	1 acre	400	12	33 (from 1st
	G	000				to 15th)
	Carrots: weeding	260 acres	0.25 acre	1,040	26	40
	hoeing	305 acres	l acre	305	26	12
	irrigating	566 acres	3 acres (in 12 hrs.)	189	26	8
	pulling and tying	·		(of 12 hrs.)	
	in bunches	108,725 crates	15 packed crates	7,248	26	278
	Cauliflower: planting	800 acres	0.5 acre	1,600	26	62
	irrigating	600 acres †	2.5 acres	240	26	9
	Lettuce: thinning	5,424 acres	0.5 acre	10,848	26	417
	hoeing	6,328 acres	1 acre	6,328	26	243
	irrigating	7,830 acres †	3 acres	2,610	26	101

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Table 3 continued.

Month	Crop and task	Size of task	Output per man-day	Required man-days	Available days	Required number of workers*
July	Lettuce: cutting	746,050 crates	30 packed crates	24,868	2.6	956
(cont'd)	Tomatoes: hoeing	458 acres	3.0 acres	153	26	ô
	Apples: spraying	713 acres t	1.5 acres	475	2€	19
	Apricots: picking	3,332 tons	1,000 lbs.	6,664	26	256
	cutting for drying	2,999 tons	600 lbs	9,997	26	385
	other dry yard work	2,999 tons	11 hrs. per fresh ton		26	127
	Pears: spraying	321 acres	1.5 acre	214	26	8
	Strawberries: picking					
	(on 2 year old plant-		20 crates (of 12			
	ings)	13,125 crates †	baskets)	656	26	26 **
	Totals			93,968	26	3,514 man-months
August	Beans: dry farmed, turn-					
	ing ends of windrows,					
	etc.	3,333 acres +	16 acres (in 8 hrs.)	209		
				(of 8 hrs)	26	8
	threshing	1,250 acres +	0.5 hrs per acre	78		8 (from 20th
				(of 8 hrs)	10	to 31st)
	Beans, irrigated: hoeing	28,700 acres	9	7,390	26	285
	irrigating	9,567 acres †	- 41	1,164		
				(of 12 hrs)	26	45
	raking	2,153 acres +	10 acres (in 8 hrs)	216	13	17 (from 15th
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	(200	(of 8 hrs.)		to 31st)
	picking up vines, etc.	3,590 acres+	5 acres (in 8 hrs)	718	13	50 (from 15th
	promise of rance, coor		0 20100 (211 0 1114)	(of 8 hrs.)		to 31st)
	Grain: harvesting	2,234 acres†	1.2 man-hrs per acre		8	42 (from 1st
		2,201 20102	200 1100 1100 000 0000	(of 8 hrs.)	Ŭ	to 10th)
	Hay, (other than alfalfa):			750		100117
	baling	3,750 tons	5 tons (in 13 hrs.)	(of 13 hrs)	26	29
	Garlic: pulling and	5,750 tons	3 tons (111 10 111 8.)	(01 10 111 8)	20	E, J
	throwing in piles	525 acres	1 acre	525	20	21
	clipping roots and	020 00105	1 2010	323	20	~ L
	tops, and sacking	34,125 sacks	10 sacks	3,413	26	132
	Seed, radish: hand cut-	J4,125 Secas	10 sacks	0,410	20	132
	ting and piling	150 acres	1.75 acres (in 6	86		
	ting and pitting	100 actes			26	
	Cond mantumtium, aut		hours)	(of 6 hrs.)	20	4
	Seed, masturtium: cut-		15	406		20 /0 3511
	ting, threshing,	77	15 man-days per	495	7.7	38 (from 15th
	and screening	33 acres	acre	(of 5 hrs.	13	to 31st)

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Table o	continued.			Required	Available	Required number
Month	Crop and task	Size of task	Output ver man-day	man-days	days	of workers*
August	Sugar keets: topping and					
(cont'd)	loading	50,656 tons	6 tons	8,445	26	325
,	Carrots: weeding	350 acres	0.25 acre	1,400	26	54
	hoeing	260 acres	1 acre	260	36	10
	irrigating	609 acres	3 acres (in 12 hrs.)	203	26	8
				(of 12 hr	B)	
	pulling and tying	50 205	25	E 074	25	195
	in bunches	76,107 crates	15 packed crates	5,074	28	
	Cauliflower: planting	600 acres	0.5 acre	1,600	1	02 19
	irrigating	1,200 acres t	2.5 acres	480	26	
	Lettuce: thinning	5,878 acres	0.5 acre	11,756	26	452
	hoeing	5,424 acres	1 acre	5,424	26	209
	irrigating	7,536 acres T	3 acres	2,512	26	97
	cutting	949,515 crates	30 packed crates	31,650	26	1,217
	Tomatoes; picking for	000	0 500 35-	216	9	24 (from 20t
	cannery	270 tons	2,500 lbs.	210	1 9 1	to 31st)
	0.2	63 tons	150 lbs.	840	13	65 (from 15t
	Almonds: knocking	os tons	150 108.	040	10	to 31st)
	A	120,000 boxes	60 boxes	2,000	13	154 (from 15t
	Apples: picking	120,000 boxes	oo boxes.	2,000	10	to 31st)
	A-ni	417 tons	1,000 lbs.	834	6	139 (from 1st
	Apricots: picking	417 cons	1,000 Ibs.	004	0	to 7th)
	outting for during	375 tons	1,000 lbs.	1,250	6	208 (from 1st
	cutting for drying	1373 tons	1,000 105.	1,200		to 7th)
	other dry yard work	375 tons	11 hrs. per fresh ton	413	12	34 (from 1st
	other dry yard work	373 tons	II ms, per rresh con	410	1~	to 15th)
	Pears: picking a few					00 10011/
	Bartletts only (in-					
	consequential)					
	Strawberries: picking,					
	(on 2 year old plant-		20 crates (of 12			
	ings)	6,563 crates t	baskets)	329	26	13**

Totals

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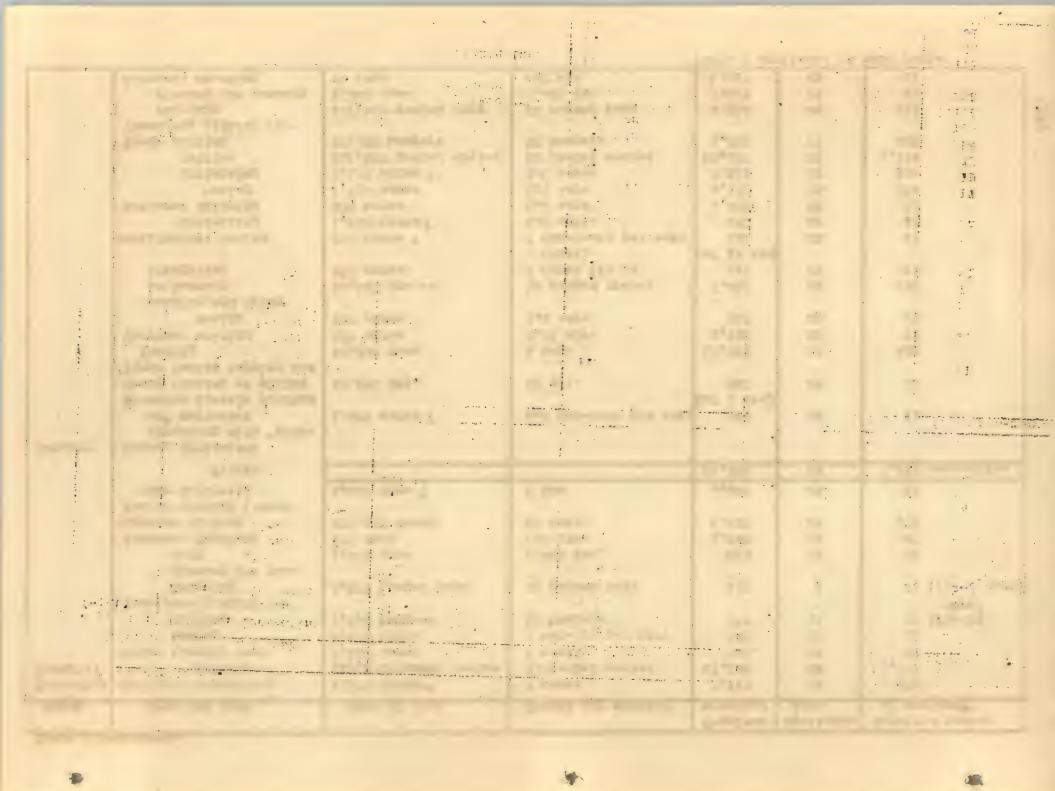
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B	threshing Beans, irrigated: raking picking up vines, etc. threshing with pick-up harvester Onions: pulling and throw-	10,760 acres t 5,700 acres t	Output per man-day 16 acres (in 8 hours) 0.5 man-hours per acre 10 acres (in 8 hours) 5 acres (in 8 hours) 1.5 man-hour per acre	209 (of 8 hrs.) 235 (of 8 hrs.) 646 (of 8 hrs.) 2,152 (of 8 hrs.) 1,069	26 26 26 26	of workers* 8 9 25
B	ing ends of windrows, etc. threshing Beans, irrigated: raking picking up vines, etc. threshing with pick-up harvester Onions: pulling and throw-	3,750 acres † 6,460 acres † 10,760 acres † 5,700 acres †	hours) 0.5 man-hours per acre 10 acres (in 8 hours) 5 acres (in 8 hours) 1.5 man-hour per	(of 8 hrs.) 235 (of 8 hrs.) 646 (of 8 hrs.) 2,152 (of 8 hrs.)	26 26	. 9 . 25
B	ing ends of windrows, etc. threshing Beans, irrigated: raking picking up vines, etc. threshing with pick-up harvester Onions: pulling and throw-	3,750 acres † 6,460 acres † 10,760 acres † 5,700 acres †	hours) 0.5 man-hours per acre 10 acres (in 8 hours) 5 acres (in 8 hours) 1.5 man-hour per	(of 8 hrs.) 235 (of 8 hrs.) 646 (of 8 hrs.) 2,152 (of 8 hrs.)	26 26	. 9 . 25
C	etc. threshing Beans, irrigated: raking picking up vines, etc. threshing with pick-up harvester Onions: pulling and throw-	3,750 acres † 6,460 acres † 10,760 acres † 5,700 acres †	0.5 man-hours per acre 10 acres (in 8 hours) 5 acres (in 8 hours) 1.5 man-hour per	235 (of 8 hrs.) 646 (of 8 hrs.) 2,152 (of 8 hrs.)	26 26	. 9 . 25
C	threshing Beans, irrigated: raking picking up vines, etc. threshing with pick-up harvester Onions: pulling and throw-	6,460 acres t 10,760 acres t 5,700 acres t	acre 10 acres (in 8 hours) 5 acres (in 8 hours) 1.5 man-hour per	(of 8 hrs.) 646 (of 8 hrs.) 2,152 (of 8 hrs.)	26	25
C	Beans, irrigated: raking picking up vines, etc. threshing with pick-up harvester Onions: pulling and throw-	10,760 acres t 5,700 acres t	10 acres (in 8 hours) 5 acres (in 8 hours) 1.5 man-hour per	646 (of 8 hrs.) 2,152 (of 8 hrs.)		
C	picking up vines, etc. threshing with pick-up harvester Onions; pulling and throw-	10,760 acres t 5,700 acres t	hours) 5 acres (in 8 hours) 1.5 man-hour per	(of 8 hrs.) 2,152 (of 8 hrs.)		
C	picking up vines, etc. threshing with pick-up harvester Onions; pulling and throw-	10,760 acres t 5,700 acres t	5 acres (in 8 hours) 1.5 man-hour per	2,152 (of 8 hrs.)	26	. 83
	threshing with pick-up harvester Onions: pulling and throw-	5,700 acres +	hours) 1.5 man-hour per	(of 8 hrs.)	26	83
	threshing with pick-up harvester Onions: pulling and throw-	5,700 acres +	1.5 man-hour per			
	harvester Onions: pulling and throw-			1 060		
				1,009	26	42
			acre	(of 8 hrs.)		
F		250 acres	1 acre	250	18	14 (from 1st
F						to 20th)
F	clipping tops)	25,000 cwt.	12 cwt.	2,084	26	81
P	sorting and sacking)					
	Potatoes (late): picking					
	up and sacking (or					
		12,500 cwt.	50 cwt.	250	26	10
S	Seed, nasturtium; cutting					
	threshing and screen-					
		67 acres	15 man-days per acre	1,005	26	39
				(of 5 hrs.)	
S	Seed, radish: threshing	150 acres	++	45 +	15	3 (for 15 da
	Sugar beets; topping					
		54,302 tons	6 tons	9,050	26	348
		522 acres	0.25 acre	2,088	26	80
		350 acres	1 acre	350	26	14
		870 acres	3 acres (in 12	290		
	22.2.0			(of 12 hrs.)	26	12
	Pulling and tying					
		65,235 crates	15 packed crates	4,349	26	167
		800 acres	0.5 acre	1,600	26	62
		600 acres †	7 man-hours per acre		26	17
	irrigating	1,200 acres†	2.5 acres	480	26	19
I		6,330 acres	0.5 acre	12,660	26	487
-		5,878 acres	1 acre	5,878	26	226

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Table 3 continued.

eptember Lettuce: irrigating 8,139 acres			0:	0	Required	Available		d number
Cont'd Peas: turning rows 2,100 acres 3 acres 27,129 26 1,005 27 26 27 27 26 33 27 27 28 28 27 20 26 27 27 28 28 27 20 26 27 27 28 28 27 28 28 28	Month	Grop and task	Size of task	Output per man-day	man-days	days	of wor	kers*
Peast turning rows hoesing picking 2,100 acres 3 acres 700 26 33 33 34 35 35 35 36 36 37 37 37 37 37 37	September	Lettuce: irrigating			2,713	26	105	
hoeing picking 7,750 hampers 10 hampers 9,750 hampers 10 hampers 975 15 65 (for 15 days)	(cont'd)			30 packed crates	27,129	26	1,005	
Picking Tomatoes: (picking for shipping picking for cannery 1,078 tons 2,500 lbs. 863 26 34 127 tons 150 lbs. 1,693 26 65 65 65 65 65 65 65		Peas: turning rows	2,100 acres	3 acres	700	26	27	
Tomatoes: (picking for shipping picking for cannery Almonds: knocking Apples: picking Pears: picking (other than Bartlett) Totals Beans, irrigated: threshing with "pickup" harvester Potatoes (latel): picking upand sacking or piling Sugar beets; topping and loading Carrots: weeding hoeing pilling and tying in bunches irrigating Cauliflower: hoeing irrigating Lettuce: thinning hoeing pirigating 7,838 acres food ac		hoeing		4 man-hrs, per acre	840	26	33	
Picking for cannery 1,078 tons 1,079 t			9,750 hampers	10 hampers	975	15	65	
1,078 tons			3,675 packed lugs	25 packed lugs	147	6	25	(for 6 days
Almonds: knocking Apples: picking Pears: picking Other Charles C			1.078 tons	2,500 lbs.	863	26	34	
Applest picking Pearst picking (other than Bartlett) Totals		Almonds: knocking	127 tons		1.693			
Pears: picking (other than Bartlett)		_	320.000 boxes	60 boxes				
than Bartlett) Totals Beans, irrigated; threshing with "pick- up" harvester Potatoes (late): picking up and sacking or pilling Sugar beets; topping and loading Carrots: weeding hoeing pulling and tying in bunches irrigating Cauliflower: hoeing irrigating Lettuce: thinning hoeing hoeing cutting Peas: picking Peas: picking Peas: picking Tomatoes: picking Tomatoes: picking Tomatoes: picking Tomatoes: picking Tomatoes: picking Picking for shipping plcing for sample (17,800 packed lugs) plcking for sample (17,800 packed lugs) Lettuce: thinning plcking for cannery 1,348 tons 1,425 acres 1 1.5 man-hour per acre 268 25 11 (of 8 hrs) 250 25 10 250 25 10 250 25 10 250 25 10 250 25 21 250 25 21 250 25 21 250 25 21 250 25 21 250 25 26 26 27 28 28 29 25 20 25 21 25 26 26 27 28 28 29 29 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 20								
Beans, irrigated; threshing with "pickup" harvester 1,425 acres 1 1.5 man-hour per acre 268 25 11			1,627 tons t	1 ton	1,627	26	63	
Beans, irrigated; threshing with "pickup" harvester 1,425 acres 1 1.5 man-hour per acre 268 25 11		Totals			88,708	26	3.412	man-months
threshing with "pick- up" harvester Potatoes (late): picking upand sacking or piling Sugar beets; topping and loading Carrots: weeding hoeing pulling and tying in bunches irrigating irrigating Cauliflower: hoeing Lettuce: thinning hoeing hoeing firigating Lettuce: thinning hoeing cutting hoeing for shipping Tomatoes: picking picking for shipping picking for cannery potatoes (late): picking upand sacking or piling 1,425 acres 1,5 man-hour per acre 268 (of 8 hrs.) 250 25 10 10 260 cwt. 250 25 422 25 21 21 25 21 20 25 20 25 21 20 25 20 25 20 25 21 20 25 26 27 28 29 20 25 20 25 20 25 20 25 20 25 20 25 20 25 20 25 26 27 20 25 26 27 27 28 28 28 28 28 29 29 20 25 20 25 20 26 27 28 28 28 28 28 29 20 25 20 25 20 26 27 28 28 28 28 28 29 20 25 20 20 20 20 20 20 20 20 20 20 20 20 20	Natohom	Poone innicated						
up" harvester	october							
Potatoes (late); picking			1 425 sames t	1 5 man haun nan aand	260	95	2.7	
Upand sacking or piling Sugar beets; topping and loading Carrots: weeding hoeing hoeing 522 acres l.0 acre 1,740 25 70 1.0 acre 522 25 21 25 21 25 21 25 27 25 27 25 27 25 27 25 27 25 27 25 27 25 27 25 27 25 27 27		•	1,465 acres	1.5 man-nour per acre		23	11	
Sugar beets; topping and loading 63,333 tons 6 tons 10,555 25 422 425 425 425 426 435 425 425 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 435 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426 426			3.2 500 aut	50 aut		or	3.0	
Carrots: weeding hoeing hoeing pulling and tying in bunches irrigating lettuce: thinning hoeing hoeing cutting lettuce: thinning hoeing cutting lettuce: picking for shipping picking for cannery lettuce lettuce for the picking for cannery lettuce lettuce for the picking for cannery lettuce le			12,500 GW (*	SO GWL.	230	25	10	
Carrots: weeding hoeing hoeing hoeing pulling and tying in bunches irrigating 435 acres 1.0 acre 522 25 21			67 777 tono	6 +000	30 555	05	400	
hoeing pulling and tying in bunches 86,980 crates 12 packed crates 7,250 25 290 25 270 25 290 25 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 270 2								
pulling and tying 86,980 crates 12 packed crates 7,250 25 290 irrigating 957 acres 3 acres (in 12 hours) 319 25 13 Cauliflower: hoeing irrigating 600 acres † 7 man-hours per acre 420 25 17 Lettuce: thinning 904 acres 2.5 acres 480 25 19 Lettuce: thinning 904 acres 0.5 acre 1,808 25 73 hoeing 6,330 acres 1.0 acre 6,330 25 254 irrigating 7,838 acres † 3.0 acres 2,613 25 105 cutting 881,692 packed crates 30 packed crates 29,390 25 1,176 Peas: picking 52,000 hampers 10 hampers 5,200 25 208 Tomatoes: picking for shipping picking for cannery 107,800 packed lugs 25 packed lugs 4,312 25 173 picking for cannery 1,348 tons 2,500 lbs 1,079 25 44								
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Cauliflower: hoeing								
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Lettuce: thinning 904 acres 0.5 acre 1,808 25 73 hoeing 6,330 acres 1.0 acre 6,330 25 254 irrigating 7,838 acres † 3.0 acres 2,613 25 105 cutting 881,692 packed crates 30 packed crates 29,390 25 1,176 Peas: picking 52,000 hampers 10 hampers 5,200 25 208 Tomatoes: picking for shipping 107,800 packed lugs 25 packed lugs 4,312 25 173 picking for cannery 1,348 tons 2,500 lbs. 1,079 25 44								
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irrigating 7,838 acres † 3.0 acres 2,613 25 105 20		Lettuce: thinning	904 acres	0.5 acre	1,808	25	73	
cutting 881,692 packed crates 30 packed crates 29,390 25 1,176 Peas: picking 52,000 hampers 10 hampers 5,200 25 208 Tomatoes: picking for shipping 107,800 packed lugs 25 packed lugs 4,312 25 173 picking for cannery 1,348 tons 2,500 lbs 1,079 25 44		hoeing	6,330 acres	1.0 acre	6,330	25	254	
cutting 881,692 packed crates 30 packed crates 29,390 25 1,176 Peas: picking 52,000 hampers 10 hampers 5,200 25 208 Tomatoes: picking for shipping 107,800 packed lugs 25 packed lugs 4,312 25 173 picking for cannery 1,348 tons 2,500 lbs 1,079 25 44		irrigating	7,838 acres t	3.0 acres		25	105	
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picking for cannery 1,348 tons 2,500 lbs. 1,079 25 44			107,800 packed lugs	25 packed lugs	4,312	25	173	
							1	



				Required	Available	Required number
Month	Crop and task	Size of task	Output per man-day	man-days	days	of workers*
October	Apples: picking	320,000 boxes	60 boxes	5,333	25	213
(cont'd)	Apricots: pruning	167 acres t	0.25 acre	668	12	56 (from 15th to 31st)
	Pears: picking (other than Bartlett)	542 tons t	1 ton	542	13	42 (from 1st to 15th)
	Walnuts: knocking, hull- ing, and sacking	165 tons	200 lbs.	1,650	25	66
	Totals			81,996	25	3,280 man-months
November	Garlic: planting Potatoes (late): picking	53 acres	0.16 acre	318	24	14
	up and sacking or piling	12,500 cwt.	50 cwt.	250	24	11
	Carrots: weeding	435 acres	0.25 acre	1,740	24	72
	hoeing pulling and tying	435 acres	1 acre	435	24	18
	in bunches irrigating	130,470 crates 957 acres	12 packed crates 3 acres (in 12 hrs.)	10,872	24	453
				(of 12 hrs)	24	14
	Cauliflower: hoeing	600 acres t	7 man-hours per acre		24	20
	cutting	2,400 crates	48 crates (in 8 hours)	50 (of 8 hrs.)	5	10 (for 5 days
	packing	2,400 crates	40 crates (in 8 hours)	(of 8 hrs.)	5	12 (for 5 days
	irrigating	1,200 acres t	2.5 acres	480	24	20
	Lettuce: hoeing	904 acres	1 acre	904	24	38
	irrigating	603 acres	3 acres	201	24	9
	cutting	949,515 packed crates	30 packed crates	31,651	24	1,319
	Peas: picking Tomatoes: picking for	9,750 hampers	10 hampers	975	15	65 (for 15 day
	shipping	11,025 packed lugs	25 packed lugs	441	24	19
	Almonds: knocking	32 tons	150 lbs	427	8	53 (from 1st to 10th)
	Apples: picking	40,000 boxes	60 boxes	667	6	111 (from 1st to 7th)
	Apricots: pruning	333 acres t	0.25 acre	1,332	24	56
	Pears: pruning	96 acres †	0.17 acre	576	24	24
	Totals			52,165	24	2,174 man-months

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Table 3 continued.

10010 0 0				Required	Available	Required number
Month _	Crop and task	Size of task	Output per man-day	man-days	days	of workers*
December	Garlic: planting	420 acres	0.16 acre	2,520	20	126
	Carrots: weeding	522 acres	0.25 acre	2,088	20	105
	hoeing	435 acres	1 acre	435	20	22
	pulling and tying					
	in bunches	108,725 crates	12 packed crates	9,060	20	453
	Cauliflower: cutting	43,200 crates	48 crates (in 8 hours)	900	20	45
	•			(of 8 hrs.		
	hoeing	600 acres †	7 man-hours per acre	467	20	24
	packing	43,200 crates	40 crates (in 8 hrs.)	1,080	20	54
				(of 8 hrs.		
	Lettuce: cutting	135,645 packed crates	30 packed crates	4,522	20	227
	Apples: pruning	713 acres	0.2 acre	3,565	20	178
	Apricots: pruning	333 acres t	0.25 acre	1,332	20	67
	Pears: pruning	145 acres t	0.17 acre	870	20	43
	Totals			26,839	20	1,344 man-months

- * Monthly basis unless otherwise noted.
- † Estimated portion of job done by seasonal workers.
- + Apricot thinning in 1935 estimated to have been about 25 per cent of normal amount.
- 6 Hoeing on dry farmed beans figured at 2.3 man-hours per acre for the season, equally spread over May, June, and July.
- A Hoeing on irrigated beans (including seed bean acreage) figured at 10.3 man-hours per acre for the season, equally spread over May, June, July, and August.
 - Il Labor in irrigating beans figured at 7.3 man-hours per acre for the season.
- Seasonal workers for strawberry picking are usually needed only on 2 year old plantings. On these, one extra person is needed for each acre in May and June, and for each two acres in July and August.
 - 1 Seasonal labor on radish seed threshing amounts to about 3 man-hours per acre.

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TABLE 4
Summary of Seasonal Labor Needs by Months
Monterey County
1935

Month	Required man-days of seasonal labor	Available work days	Required man-months of seasonal labor
January	22,747	19	1,197
February	42,218	23	1,836
March	51,432	23	2,236
April	67,821	24	2,826
May	109,898	25	4,396
June	84,118	26	3,235
July	93,968	26	3,614
August	90,065	26	3,464
September	88,708	26	3,412
October	81,996	25	3,280
November	52,165	24	2,174
December	26,839	20	1,344
Total	811,975		33,014

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Notes on Table 2.-- Data concerning "time of need," as shown in this table break down required seasonal labor into the period in which the work is performed, in order to permit a subsequent determination of labor needs by months (table 3). Some operations are performed only to a limited extent with seasonal labor. For instance, only about half the hoeing of cauliflower is done by seasonal workers, as is the case also with the pruning of apricots and pears. Since each of these jobs is done in several different months, the proportionate amount for each month is shown.

The amount of work done each month is based on the cropping program followed during 1935. The allotting of amounts of work is based on findings concerning local farming practices and required time to "make" a crop, resulting from inquiry of producers and records of carlot shipments, the latter proving helpful in fixing dates of planting and of subsequent tasks involved in producing a given crop. Proportionate amounts of output harvested each month were determined from data of local practices with respect to harvesting, and from carlot shipments of perishable products. Records of truck shipments were also used when available.

Notes on Table 3. Table 3 is the condensed summary of labor needs as worked out for Monterey County as a result of findings pertinent to 1935. The data are presented by months with the tasks which were performed in each month indicated by both crop and task. The size of the job was calculated from the data appearing in table 1 (acreage and production) and table 2 (task, time of performance, and percentage of work pertinent to a given month). The output per man-day was calculated as indicated in the foreword presenting table 3. The number of required man-days is a result of dividing the size of task by output per man-day. The available days for the different tasks involve two variables. The first is the number of days when field work is possible because of favorable weather conditions. The basis for this column was determined from a study of the monthly weather charts of the United States Weather Bureau for the years 1933, 1934, and 1935. These data indicated available days per month as follows (based on a 26-day working month without allowance for holidays):

Month	Available days*	Length of work day	Month	Available days*	Length of work day
January February March April May June	19 23 23 24 25 26	9 10 10 10 10	July August September October November December	26 26 26 25 24 20	10 10 10 10 9 9

* Based on precipitation records of the Salinas station of the United States Weather Bureau for the years 1933, 1934, and 1935.

The second factor influencing the number of available days was the size of the job. If the output was only a few cars, then the number of days was limited to the time needed to get out these cars efficiently. If a field operation had to be performed in a period less than the number of available days in the month, then the specific number of days was noted. These restrictions are shown in parentheses. For example, the cutting of lettuce in March was limited to the last week in the month; picking of peas to 5 days in April, etc.

The totals of table 3 show the total required man-days of needed seasonal labor, the available days for field work during the month, and the necessary

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grant and the sale for an one with a court of the first of the first of the sale of the sa number of men (as defined in the opening paragraph of table 3) required on a monthly basis to care for the tasks ordinarily performed by seasonal workers.

In an area such as Monterey County, involving a substantial acreage of truck crops, the findings as set forth in this report are bound to fluctuate materially from year to year, because of the market outlook upon what and how much acreage is planted, and when it is planted; because of variable seasonal conditions affecting yields, times of performing operations, and available days; and because of harvesting operations on certain crops being speeded up to supply a good market, or retarded to avoid a poor one, resulting in marked variations in the need for harvest labor.

number of mon (as defined in the opening puregraph of toble 5) required on a monthly basis to ourse for the tasks ordinarily performed by sectional vortices.

In an area such as Mantercy County, involving a substantial adresses of truck crops, the findings as set forth in this repeat use bound, as indeed to make materially from year to year, because of the market quidost, upon which and now much acrosses is planted, and when it is planted; because as virtually same and conditions affecting yields, times of performing aperations, and stall ble days and because of harvesting operations on cortain erops being speeded up to supply a good market, or retarded to avoid a poor one, regulting it market vertations.

